

Exhibit F

Plan Cost Worksheet-Estimated Annual Amounts
Comparator Plan 12

Information as of December 31, 2015

Asset Description	Expense Ratio	Fund Assets	Investment Fees
Northern Trust-Short-Term Investment Fund	0.044%	\$ 289,499,246	\$ 127,380
MFB Northern Trust Russell 2000-Index	0.054%	\$ 208,738,827	\$ 112,719
MFB Northern Trust S&P 400 Index	0.044%	\$ 594,469,985	\$ 261,567
MFB Northern Trust Short-Term Government	0.046%	\$ 213,401,910	\$ 98,165
MFB Northern Trust Aggregate Bond Index	0.046%	\$ 1,019,383,204	\$ 468,916
MFB Northern Trust S&P 500 Index	0.044%	\$ 1,581,117,123	\$ 695,692
MFB Northern Trust EAFE Index	0.169%	\$ 624,751,507	\$ 1,055,830

Total Invested Assets		\$ 4,531,361,802	\$ 2,820,268
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Participant Loans \$ 21,174,000

Total Plan Assets		\$ 4,552,535,802
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Blended Investment Management Fee Percentage-To Invested Assets	0.0622%
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Estimated Trust Custody Fee

2014 Ending Plan Balance-Invested Assets \$ 4,870,364,944
2015 Ending Plan Balance-Invested Assets \$ 4,531,361,802

Average-Invested Assets		\$ 4,700,863,373
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2015 Trust Custody Fee Debit \$ 1,275,005
Estimated Trust Custody Fee 0.0271%

Estimated Administrative Fees

2014 Number of Participants With Balances 26,308
2015 Number of Participants With Balances 24,045

Average-Number of Participants With Balances	25,177
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2015 Administrative Fee Debit \$ 1,321,893

Administrative Fee to Average Invested Assets		0.0281%
Administrative Fee to Average Number of Participants With Balances	\$	52.51

Fee disclosure document indicates monthly fee debit of \$3.59 or \$43.08 annually.

Estimated Annual Fee, Using \$43.08 annual amount and average number of participants. \$ 1,084,604

Estimated Annual Administrative Fee Percentage		0.0231%
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Estimated Financial Engines Fees

2015 Financial Engines Fee Debit		\$ 2,886,764
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Financial Engines Fee Debit-To Average Invested Assets		0.0614%
Financial Engines Fee Debit-To Average Number of Participants With Balances	\$	114.66

Estimated Cost Percentage		0.1789%
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1. Assets as of 12/31/2015, from 2015 audited financial statements.
2. Fund expense ratios and fee arrangement obtained from April 2016 Annual Fee Disclosure

Administrative Fees Paid-2015 1,321,893